

Idaho Division of Human Resources, October 1, 2002



Change in Employee Compensation Supplement

Table of Contents

Statistical Highlights

Report Summaries

Section I – Workforce Characteristics

Number of State Government Employees

Classified Employee Compa-Ratio by Agency

Classified Employee Compa-Ratio by Pay Grade

Classified Employee Average Annual Salary

Classified Employees by Annual Salary

Classified Employees by Age Groups

Classified Employees by Aging Trends

Section 2 – Workforce Trends

Turnover Analysis

Separation of Classified Employees by Pay Grade

Classified Turnover by Occupation Group – FY 2002

Number of Classified Employees

Classified Employees Turnover by Agency

Separation of Classified Employees by Agency

Section 3 – References

Correctional Officer and Nursing Classifications

Pay Grade Structure (Pay Schedule)

Proposed Occupational Group Definitions

Wage Analysis Benchmark Classifications

Western States Salary Survey Participants

State of Idaho Statistical Highlights

Fiscal Year 2002

Profile of Classified and Non-classified Employees

	Classified	Non-classified
Number of Employees	12,821	6,477
Age	44.4 years	45 years
Length of Service	10 years	8 years
Annual Salary	\$34,075	\$47,034
Percent Ethnic Minorities	5.6 %	5.6 %

Excludes State Insurance Fund, Military Division, House, Senate, temporary and student employees.

General Idaho Statistics Compared to Other U.S. States

Idaho Population	1,293,953
Population Rank Out of 50 States	39

Source: U.S. Census Bureau site (<http://www.census.gov/population/cen2000/phc-+2/tab01.xls>)

Report Summaries

Section 1 – Workforce Characteristics

Number of State Government Employees

This graph shows classified and non-classified State employment growth over the last 5 fiscal years.

Classified Employee Compa-Ratio by Agency

This report shows the average compa-ratio for each classified agency.

Classified Employee Compa-Ratio by Pay Grade

This report shows the average compa-ratio for each pay grade used for classified employees.

Classified Employee Average Annual Salary

This graph shows the average annual salary for classified employees over the last 5 fiscal years.

Classified Employees by Annual Salary

This graph shows which salary ranges have the most employees for the last 5 fiscal years.

Classified Employees by Age Groups

This graph shows the age categories and numbers of employees in those categories for the last 5 fiscal years.

Classified Employees by Aging Trends

This graph shows the age trends of classified employees over the last 5 fiscal years.

Section 2 – Workforce Trends

Turnover Analysis

This report shows the turnover rate of classified employees over the last 5 fiscal years

Separation of Classified Employees by Pay Grade

This report shows the percent of turnover in each pay grade used for classified employees over the last 5 fiscal years.

Classified Turnover by Occupation Group – FY 2002

This report and graph shows the percentage of classified employees within each occupational group.

Number of Classified Employees

This report shows the average number of classified employees in each agency for the last 5 fiscal years.

Classified Employees Turnover by Agency

This report shows the average percent of turnover of classified employees for the last 5 years.

Separation of Classified Employees by Agency

This report shows the separation categories and the number of classified employees that have separated for the last 5 years.

Section 3 – References

Classifications Recommended for Additional CEC

Pay Grade Structure (Pay Schedule)

Proposed Occupational Group Definitions

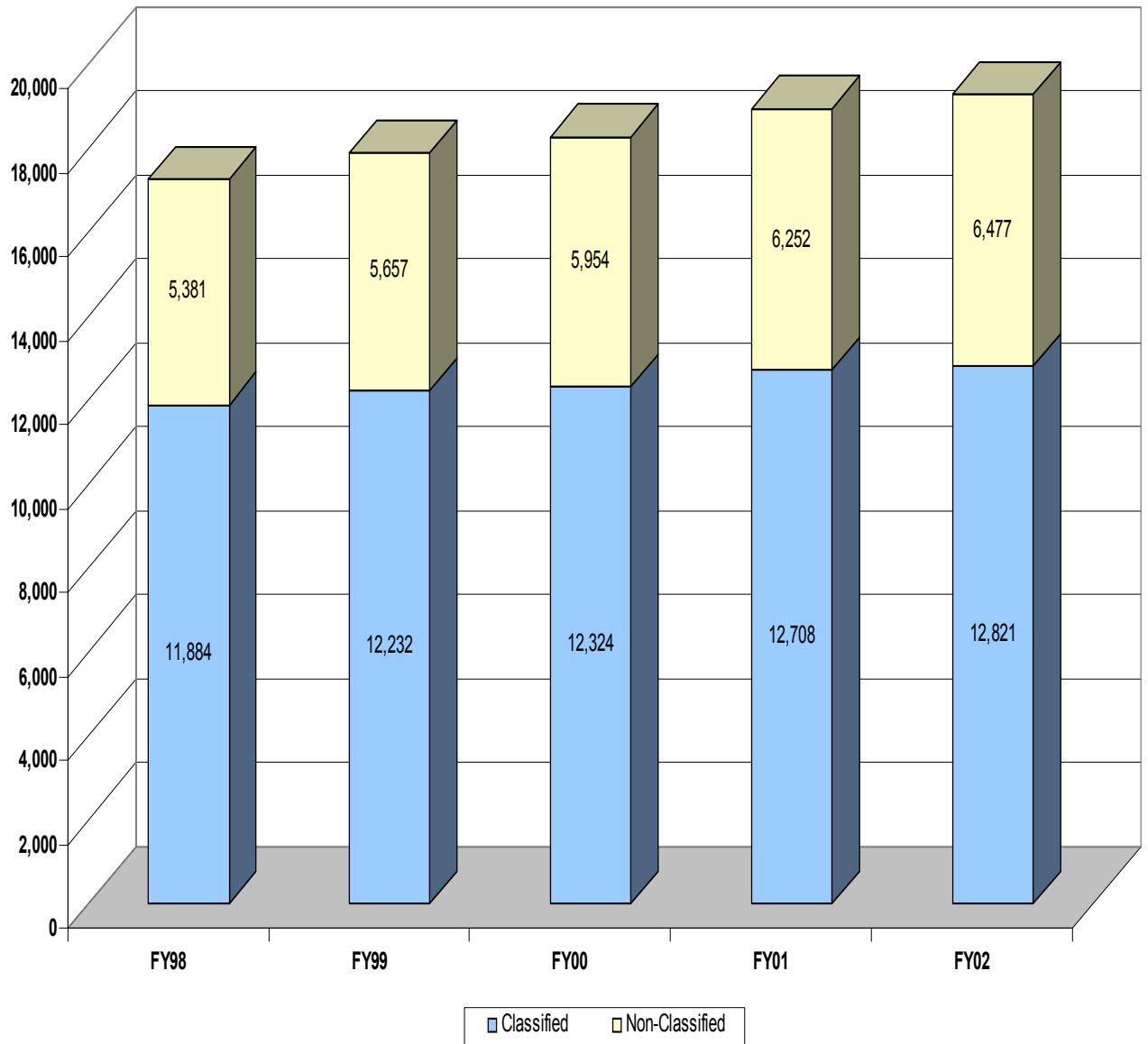
Wage Analysis Benchmark Classifications

Western States Salary Survey Participants

Section One

Workforce Characteristics

Number of State Government Employees - June 30, 2002



Classified Employee Compa-Ratio by Agency

Agency	Compa-Ratio
Accountancy Bd	97.46%
Administration	91.04%
Agriculture	90.73%
Attorney General	104.52%
Blind Comm	90.98%
Boise State University	85.55%
Brand Inspector	84.24%
Building Safety	94.26%
Commerce	89.23%
Correction	84.66%
Deaf & Blind School	102.48%
Dentistry Bd	109.94%
Disability Determinations	102.83%
Eastern Id Tech College	85.08%
Education Bd	87.84%
Engr & Surveyors Bd	106.11%
Environmental Quality	89.45%
Finance	98.79%
Financial Management	109.01%
Fish & Game	93.35%
Health & Welfare	91.75%
Health District I	88.97%
Health District II	92.21%
Health District III	89.30%
Health District IV	94.88%
Health District V	93.33%
Health District VI	87.31%
Health District VII	90.77%
Hispanic Affairs	80.60%
Historical Society	94.21%
Human Resources	92.91%
Human Rights Comm	88.61%
Idaho State University	85.81%
Industrial Comm	86.13%
Insurance	93.21%
Insurance Fund	100.02%
Investment Bd	106.48%
Juvenile Corrections	85.80%
Labor	94.75%

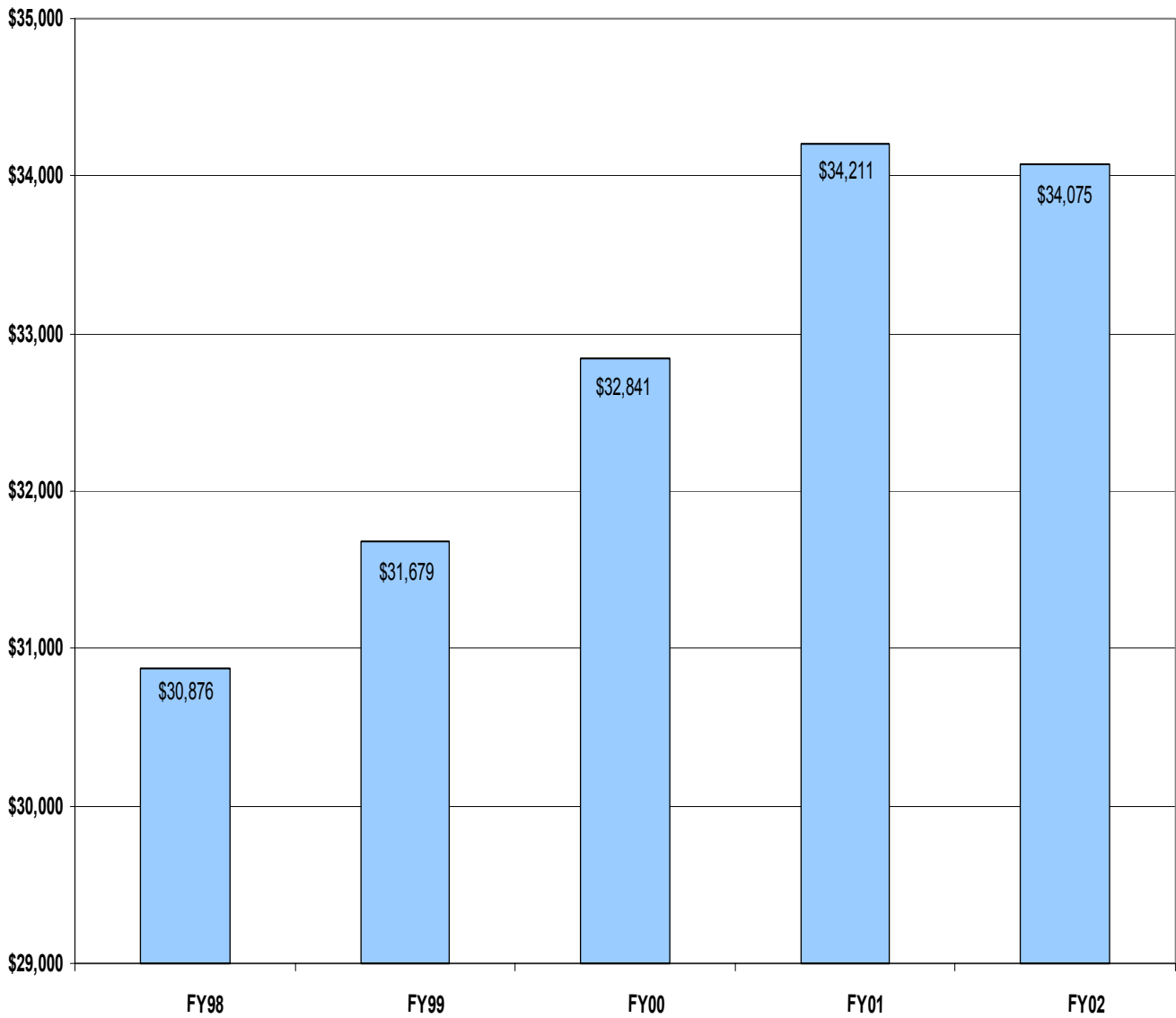
Classified Employee Compa-Ratio by Agency

Agency	Compa-Ratio
Lands	90.99%
Lava Hot Springs	87.02%
Lewis & Clark St College	87.38%
Liquor Dispensary	100.26%
Lottery Comm	95.65%
Medicine Bd	96.94%
Nursing Bd	96.23%
Occupational License	88.31%
Office on Aging	90.21%
Outfit & Guides Bd	93.09%
Parks & Recreation	90.84%
PERSI	90.42%
Pharmacy Bd	97.16%
Prof-Tech Education	99.71%
Public Television	90.12%
Public Utilities Com	92.72%
Racing Comm	111.47%
Real Estate Comm	88.04%
State Library	86.54%
State Police	95.77%
Supt of Public Instruction	90.28%
Tax Appeals	93.53%
Tax Comm	90.26%
Transportation	94.08%
Veterans Services	88.44%
Veterinary Med Bd	74.86%
Vocational Rehab	88.79%
Water Resources	90.23%
<u>Average Compa-Ratio</u>	<u>90.91%</u>

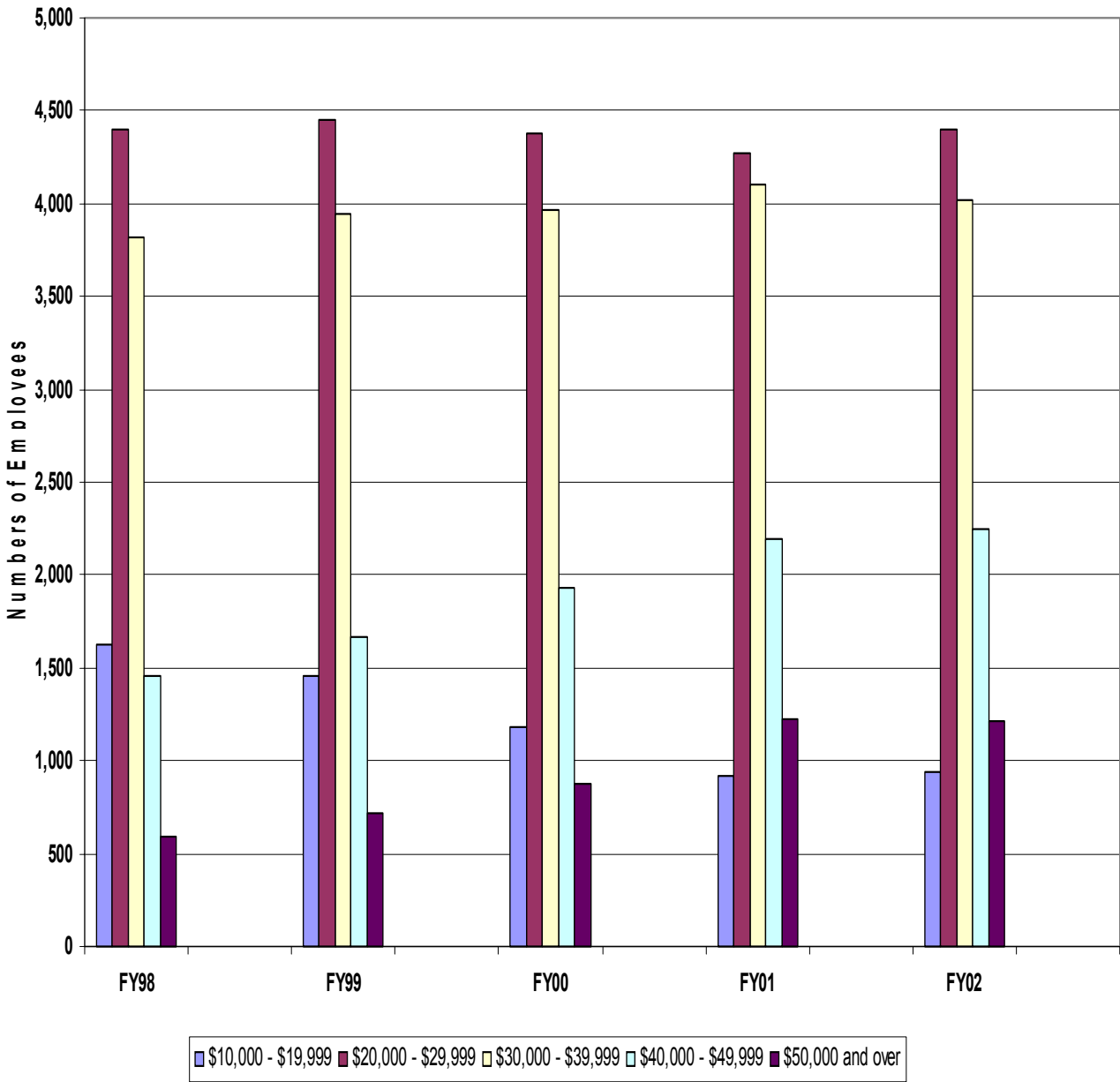
Classified Employee Compa-Ratio by Pay Grade

Pay Grade	Average Salary	Employees in Grade	Compa-Ratio
A	\$6.46	5	79.79%
B	\$7.73	249	86.47%
C	\$8.64	241	87.34%
D	\$9.74	300	88.37%
E	\$10.56	1,281	86.22%
F	\$12.27	1,771	89.14%
G	\$13.55	1,806	88.00%
H	\$15.11	741	87.27%
I	\$16.86	1,323	90.57%
J	\$18.09	1,630	89.53%
K	\$20.40	1,617	92.84%
L	\$22.46	773	93.45%
M	\$24.98	353	94.56%
N	\$26.89	353	95.63%
O	\$29.49	206	97.83%
P	\$32.19	133	99.21%
Q	\$36.92	22	105.11%
R	\$42.77	2	112.27%
S	\$43.18	1	106.30%
X	\$66.66	14	110.66%
Average Compa-Ratio			<u>90.91%</u>
Total Employees		<u>12,821</u>	

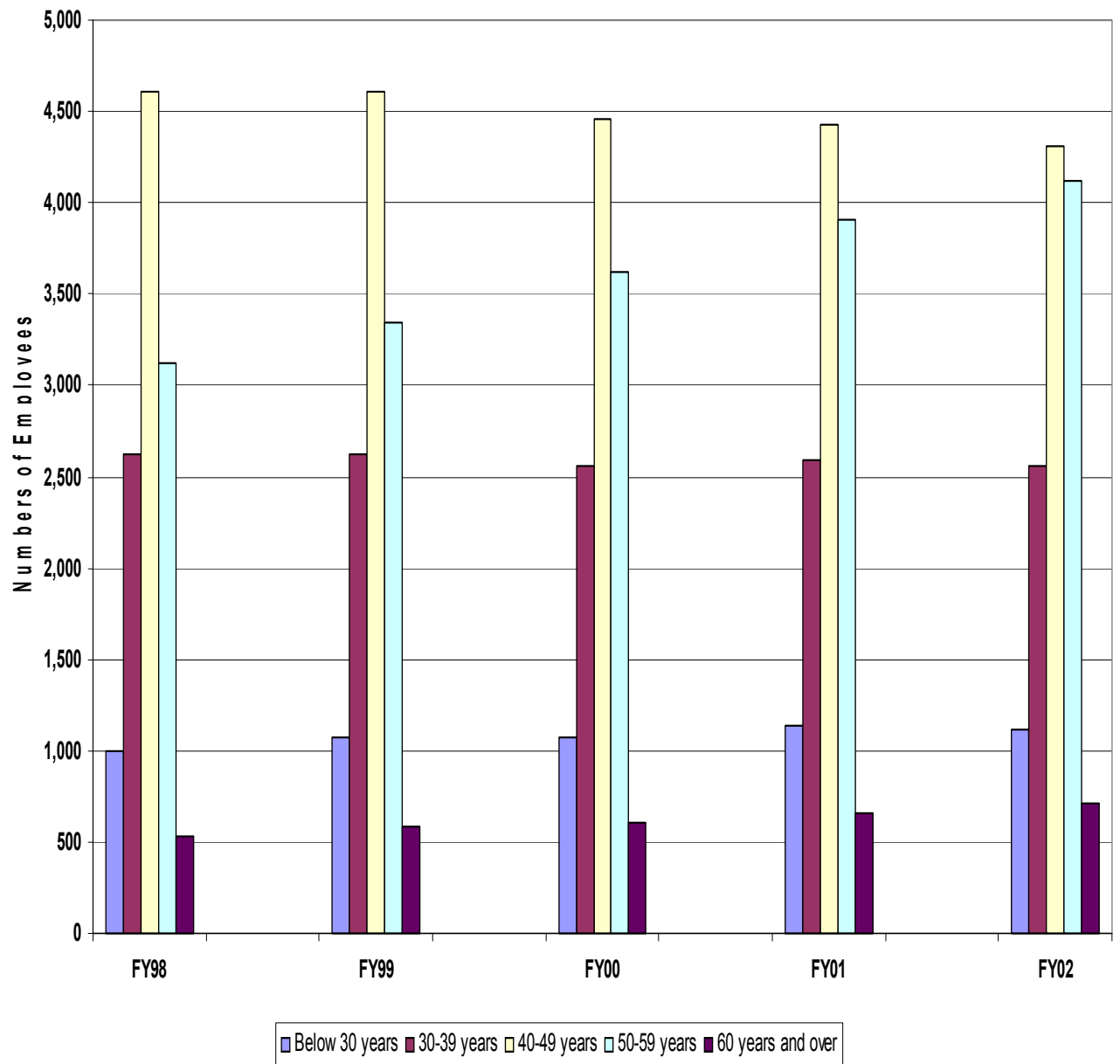
Classified Employees Average Annual Salary



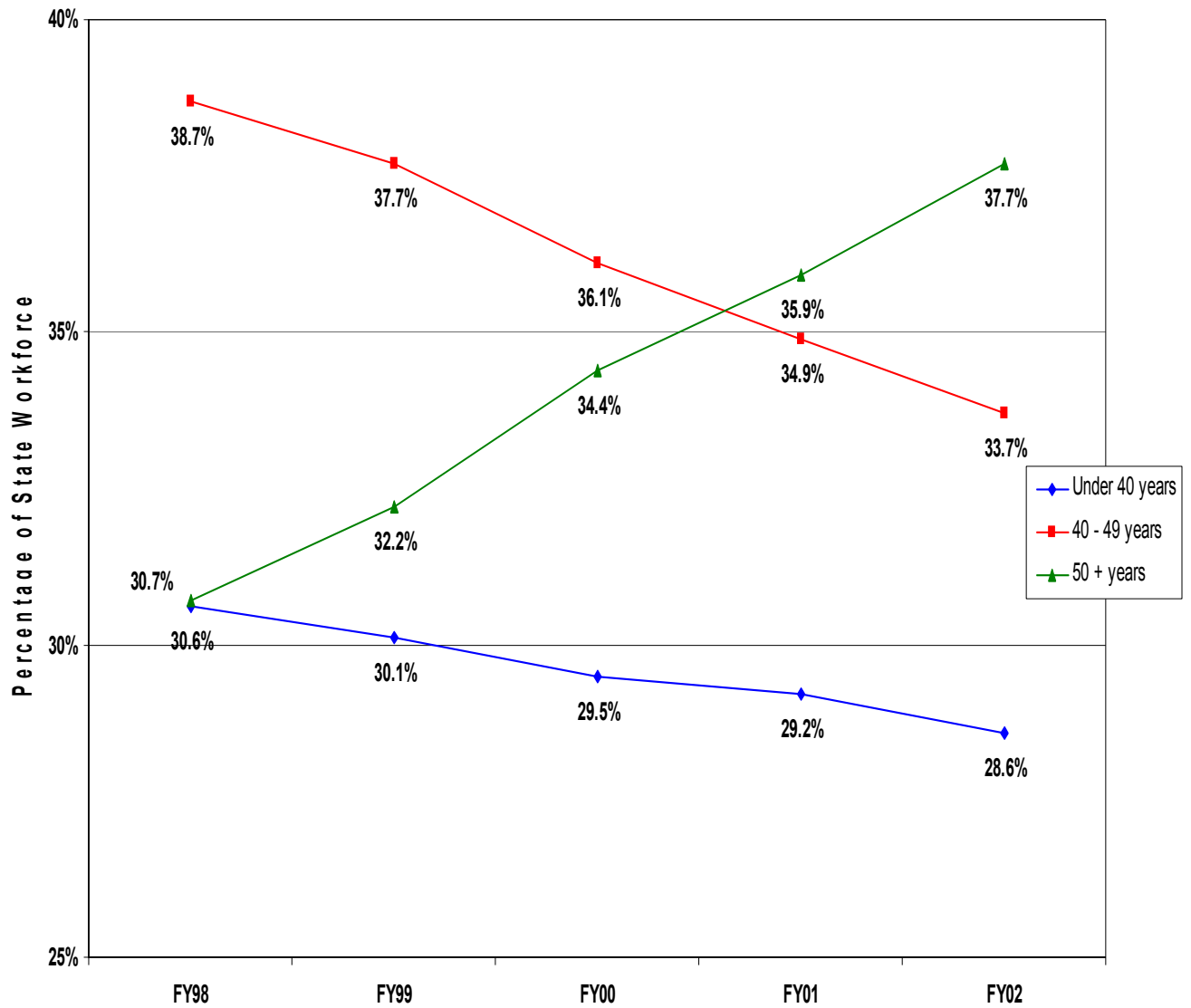
Classified Employees by Annual Salary



Classified Employees by Age Groups



Classified Employees by Aging Trends



Section Two

Workforce Trends

Turnover Analysis

Criteria for this section:

Data includes only classified employees.

Data for Division of Environmental Quality and Veterans Services begins June 10, 2000
(included in Health & Welfare previously).

Turnover Definitions:

Terminations: Voluntary and involuntary terminations.

Retirements: Regular retirements and early retirements.

Layoffs: Reduction in force.

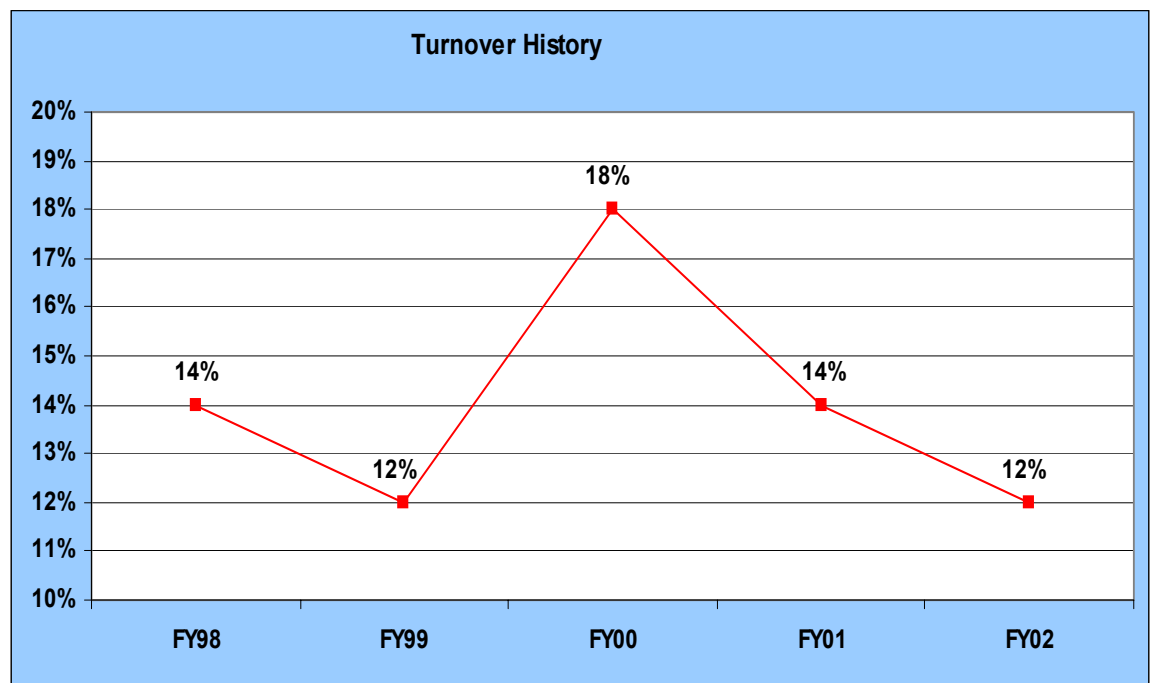
Transfers: Employees transferring to other State agencies.

Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations}}{((\text{Begin Count} + \text{End Count})/2)} \times 100$$

Annotations:

- Terminations: Total # of terminations during FY 2002. Multiply by 100 percent to change decimal to percent.
- Average # of classified employees in FY 2002: ((Begin Count + End Count)/2)

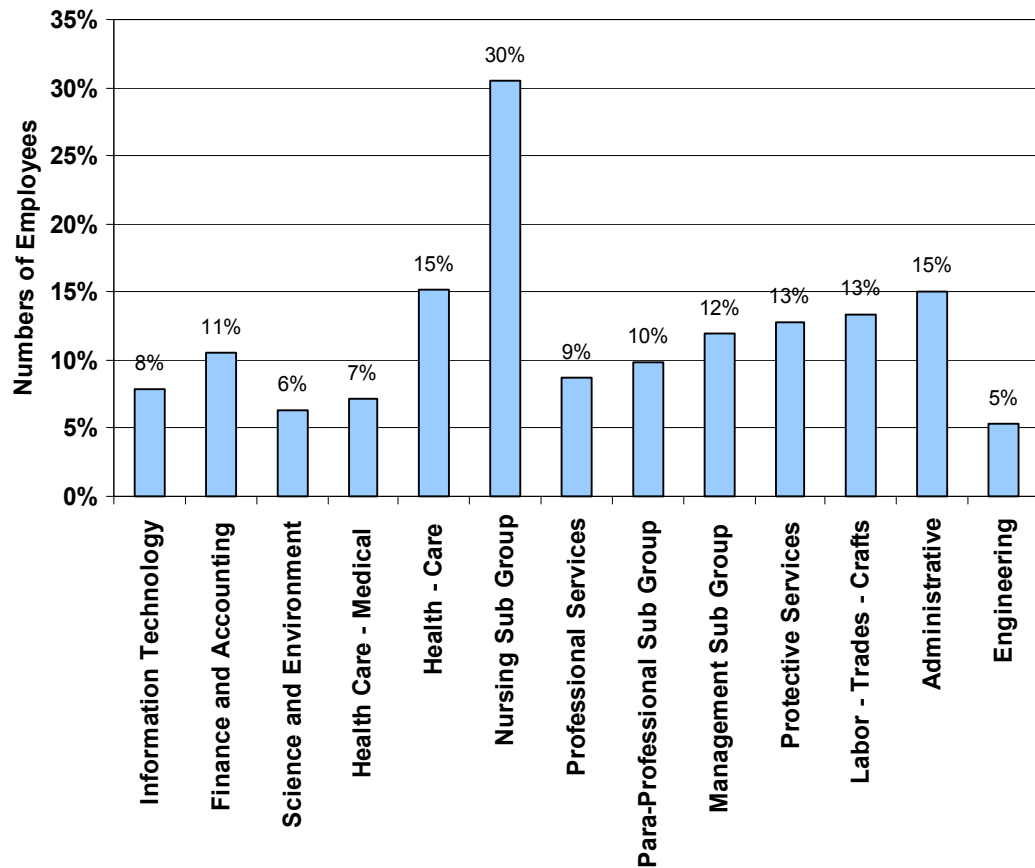


Separation of Classified Employees by Pay Grade

Pay Grade	FY2002	FY2001	FY2000	FY1999
	Turnover %	Turnover %	Turnover %	Turnover %
A	44%	46%	105%	26%
B	23%	29%	42%	24%
C	28%	35%	38%	25%
D	33%	32%	55%	22%
E	20%	21%	25%	22%
F	11%	14%	13%	10%
G	15%	17%	19%	17%
H	8%	10%	12%	10%
I	8%	8%	10%	8%
J	12%	12%	14%	12%
K	9%	12%	16%	9%
L	9%	10%	23%	6%
M	7%	10%	14%	6%
N	6%	7%	29%	5%
O	10%	6%	14%	5%
P	14%	6%	12%	6%
Q	5%	5%	10%	0%
R	0%	75%	36%	0%
S	0%	0%	0%	0%
T	0%	0%	0%	0%
U	0%	0%	0%	0%
V	0%	0%	0%	0%
W	0%	0%	0%	0%
X	7%	14%	0%	9%

Classified Employees by Occupational Group

Occupational Group	# of Employees in Occupational Group	# of Separations in Occupational Group	% of Turnover
Information Technology	547	43	8%
Finance and Accounting	609	64	11%
Science and Environment	329	21	6%
Health Care - Medical	14	1	7%
Health - Care	1,370	208	15%
Nursing Sub Group	509	155	30%
Professional Services	1,882	165	9%
Para-Professional Sub Group	1,042	102	10%
Management Sub Group	277	33	12%
Protective Services	1,315	169	13%
Labor - Trades - Crafts	1,282	172	13%
Administrative	2,714	407	15%
Engineering	931	50	5%



Number of Classified Employees

Agency	Average Number of Employees FY 2002	Average Number of Employees FY 2001	Average Number of Employees FY 2000	Average Number of Employees FY 1999	Average Number of Employees FY 1998
Accountancy Bd	3	3	3	3	3
Administration	149	147	141	140	138
Agriculture	181	175	165	160	144
Appellate Public Defender	0	0	0	0	0
Arts Comm	0	0	0	0	0
Athletic Comm	0	0	0	0	0
Attorney General	1	1	2	2	2
Blind Comm	42	42	40	39	39
Boise State University	640	644	601	589	581
Brand Inspector	36	32	33	34	36
Building Safety	109	110	97	93	91
Commerce	43	43	42	44	44
Controller	0	0	0	0	0
Correction	1,349	1,346	1,288	1,221	1,086
Correctional Industries	0	0	0	0	0
Deaf & Blind School	54	56	56	54	55
Dentistry Bd	1	1	1	1	1
Disability Determinations	51	47	41	38	36
Eastern Id Tech College	30	28	26	24	22
Education Bd	1	2	3	2	1
Engr & Surveyors Bd	2	2	2	2	2
Environmental Quality	352	335	325	N/A	N/A
Finance	41	40	40	39	37
Financial Management	8	9	11	12	14
Fish & Game	481	471	470	479	487
Geologist Bd	0	0	0	0	0
Governor	0	0	0	0	0
Health & Welfare	2,809	2,899	2,855	3,333	3,342
Health District I	140	141	140	151	159
Health District II	50	51	51	52	55
Health District III	92	93	101	103	97
Health District IV	124	129	131	133	133
Health District V	80	82	74	73	76
Health District VI	128	131	133	133	135
Health District VII	91	101	104	119	132
Hispanic Affairs	2	3	2	2	2
Historical Society	45	47	37	37	38
House	0	0	0	0	0
Human Resources	33	33	33	36	36

Number of Classified Employees

Agency	Average Number of Employees FY 2002	Average Number of Employees FY 2001	Average Number of Employees FY 2000	Average Number of Employees FY 1999	Average Number of Employees FY 1998
Human Rights Comm	12	11	10	10	8
Idaho Code Comm	0	0	0	0	0
Idaho State University	614	623	591	579	570
Industrial Comm	73	73	72	71	70
Insurance	58	55	51	50	49
Insurance Fund	0	0	0	0	0
Investment Bd	2	2	2	2	2
Judicial Branch	0	0	0	0	0
Juvenile Corrections	328	293	259	233	214
Labor	536	537	512	502	482
Lands	228	226	232	228	236
Lava Hot Springs	8	8	7	6	7
Legislative Services	0	0	0	0	0
Lewis & Clark St College	109	104	102	98	99
Lieutenant Governor	0	0	0	0	0
Liquor Dispensary	148	146	142	140	136
Lottery Comm	14	12	13	13	14
Medicine Bd	8	8	6	7	6
Military Division	0	0	0	0	0
Nursing Bd	5	5	5	5	5
Occupational License	16	16	16	14	13
Office on Aging	12	12	11	12	11
Optometry Bd	0	0	0	0	0
Outfit & Guides Bd	5	5	4	4	3
Parks & Recreation	145	147	143	139	135
PERSI	59	55	42	43	42
Pharmacy Bd	8	9	8	6	7
Prof-Tech Education	15	16	16	17	17
Public Television	47	46	43	43	42
Public Utilities Comm	36	36	38	43	45
Racing Comm	2	2	2	2	1
Real Estate Comm	11	13	15	15	15
Secretary of State	0	0	0	0	0
Senate	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0
Species Conservation	0	0	0	0	0

Number of Classified Employees

Agency	Average Number of Employees FY 2002	Average Number of Employees FY 2001	Average Number of Employees FY 2000	Average Number of Employees FY 1999	Average Number of Employees FY 1998
State Library	42	41	44	44	44
State Police	465	462	438	430	423
Supt of Public Instruction	50	50	49	49	49
Tax Appeals	2	2	2	2	2
Tax Comm	385	396	401	372	349
Transportation	1,759	1,758	1,724	1,672	1,677
Treasurer	0	0	0	0	0
University of Idaho	0	0	0	0	0
Veterans Services	233	238	218	N/A	N/A
Veterinary Med Bd	1	1	1	1	1
Vocational Rehab	61	59	62	60	59
Water Resources	169	172	171	174	169
Women's Comm	0	0	0	0	0
<u>Average Employees</u>	<u>12,834</u>	<u>12,883</u>	<u>12,500</u>	<u>12,234</u>	<u>12,026</u>

Classified Employees Turnover by Agency

Agency	Average Number of Employees FY 2002	% of Turnover Fy 2002	% of Turnover Fy 2001	% of Turnover Fy 2000	% of Turnover Fy 1999	% of Turnover Fy 1998
Accountancy Bd	3	0%	0%	100%	0%	0%
Administration	149	12%	15%	24%	21%	20%
Agriculture	181	9%	12%	9%	13%	13%
Appellate Public Defender	0	0	0	0	0	0
Arts Comm	0	0	0	0	0	0
Athletic Comm	0	0	0	0	0	0
Attorney General	1	0%	0%	0%	0%	0%
Blind Comm	42	7%	7%	20%	5%	10%
Boise State University	640	15%	18%	21%	16%	18%
Brand Inspector	36	8%	6%	18%	3%	8%
Building Safety	109	10%	7%	8%	12%	15%
Commerce	43	7%	12%	5%	7%	18%
Controller	0	0	0	0	0	0
Correction	1,349	14%	20%	20%	22%	21%
Correctional Industries	0	0	0	0	0	0
Deaf & Blind School	54	6%	2%	5%	4%	9%
Dentistry Bd	1	0%	0%	0%	0%	0%
Disability Determinations	51	14%	6%	10%	16%	3%
Eastern Id Tech College	30	17%	18%	42%	21%	27%
Education Bd	1	0%	50%	33%	0%	0%
Engr & Surveyors Bd	2	50%	0%	0%	0%	0%
Environmental Quality	352	6%	11%	1%	N/A	N/A
Finance	41	5%	10%	5%	3%	8%
Financial Management	8	0%	11%	9%	17%	7%
Fish & Game	481	6%	8%	6%	7%	7%
Geologist Bd	0	0	0	0	0	0
Governor	0	0	0	0	0	0
Health & Welfare	2,809	15%	14%	18%	13%	16%
Health District I	140	19%	13%	17%	9%	13%
Health District II	50	14%	16%	18%	8%	9%
Health District III	92	25%	26%	33%	18%	19%
Health District IV	124	21%	16%	24%	14%	15%
Health District V	80	20%	6%	15%	19%	25%
Health District VI	128	21%	15%	17%	19%	17%
Health District VII	91	29%	19%	16%	25%	21%
Hispanic Affairs	2	100%	0%	50%	50%	50%
Historical Society	45	22%	6%	22%	19%	8%
House	0	0	0	0	0	0
Human Resources	33	15%	24%	18%	22%	6%

Classified Employees Turnover by Agency

Agency	Average Number of Employees FY 2002	% of Turnover Fy 2002	% of Turnover Fy 2001	% of Turnover Fy 2000	% of Turnover Fy 1999	% of Turnover Fy 1998
Human Rights Comm	12	0%	0%	20%	0%	0%
Idaho Code Comm	0	0	0	0	0	0
Idaho State University	614	12%	18%	15%	14%	12%
Industrial Comm	73	18%	11%	19%	17%	20%
Insurance	58	10%	15%	22%	16%	16%
Insurance Fund	0	0%	0%	0%	0	0%
Investment Bd	2	0%	0%	0%	0%	0%
Judicial Branch	0	0	0	0	0	0
Juvenile Corrections	328	14%	16%	12%	12%	8%
Labor	536	7%	10%	10%	9%	10%
Lands	228	11%	10%	7%	5%	5%
Lava Hot Springs	8	0%	13%	14%	33%	29%
Legislative Services	0	0	0	0	0	0
Lewis & Clark St College	109	14%	16%	17%	12%	12%
Lieutenant Governor	0	0	0	0	0	0
Liquor Dispensary	148	13%	11%	9%	9%	11%
Lottery Comm	14	7%	25%	8%	31%	7%
Medicine Bd	8	0%	13%	33%	29%	0%
Military Division	0	0	0	0	0	0
Nursing Bd	5	20%	20%	20%	40%	0%
Occupational License	16	13%	19%	13%	21%	15%
Office on Aging	12	17%	33%	27%	25%	18%
Optometry Bd	0	0	0	0	0	0
Outfit & Guides Bd	5	20%	0%	50%	25%	0%
Parks & Recreation	145	12%	10%	13%	11%	7%
PERSI	59	5%	16%	5%	28%	5%
Pharmacy Bd	8	0%	22%	13%	33%	43%
Prof-Tech Education	15	7%	19%	6%	6%	29%
Public Television	47	17%	9%	12%	16%	12%
Public Utilities Comm	36	3%	6%	13%	19%	4%
Racing Comm	2	0%	0%	0%	0%	100%
Real Estate Comm	11	45%	23%	27%	7%	53%
Secretary of State	0	0	0	0	0	0
Senate	0	0	0	0	0	0
Shorthand Report Bd	0	0	0	0	0	0
Species Conservation	0	0	0	0	0	0

Classified Employees Turnover by Agency

Agency	Average Number of Employees FY 2002	% of Turnover Fy 2002	% of Turnover Fy 2001	% of Turnover Fy 2000	% of Turnover Fy 1999	% of Turnover Fy 1998
State Library	42	10%	12%	20%	16%	16%
State Police	465	9%	9%	7%	9%	13%
Supt of Public Instruction	50	10%	18%	6%	10%	24%
Tax Appeals	2	0%	0%	0%	100%	0%
Tax Comm	385	10%	14%	9%	9%	13%
Transportation	1,759	6%	8%	7%	6%	9%
Treasurer	0	0	0	0	0	0
University of Idaho	0	0	0	0	0	0
Veterans Services	233	32%	41%	2%	N/A	N/A
Veterinary Med Bd	1	100%	0%	0%	0%	0%
Vocational Rehab	61	11%	19%	15%	15%	29%
Water Resources	169	9%	8%	9%	6%	7%
Women's Comm	0	0	0	0	0	0
	<u>12,834</u>	<u>12%</u>	<u>14%</u>	<u>18%</u>	<u>12%</u>	<u>14%</u>

**Separation of Classified Employees by Agency
Fiscal Year 2002**

Agency	Terminations	Retirements	Layoffs	Transfers
Accountancy Bd	0	0	0	0
Administration	11	4	2	1
Agriculture	11	3	1	1
Appellate Public Defender	0	0	0	0
Arts Comm	0	0	0	0
Athletic Comm	0	0	0	0
Attorney General	0	0	0	0
Blind Comm	2	1	0	0
Boise State University	87	8	1	3
Brand Inspector	2	0	0	1
Building Safety	3	3	5	0
Commerce	2	0	0	1
Controller	0	0	0	0
Correction	153	16	9	11
Correctional Industries	0	0	0	0
Deaf & Blind School	3	0	0	0
Dentistry Bd	0	0	0	0
Disability Determinations	5	2	0	0
Eastern Id Tech College	5	0	0	0
Education Bd	0	0	0	0
Engr & Surveyors Bd	1	0	0	0
Environmental Quality	15	2	0	3
Finance	2	0	0	0
Financial Management	0	0	0	0
Fish & Game	15	14	1	1
Geologist Bd	0	0	0	0
Governor	0	0	0	0
Health & Welfare	285	50	74	25
Health District I	22	3	1	0
Health District II	6	1	0	0
Health District III	17	3	2	1
Health District IV	14	2	6	4
Health District V	12	2	2	0
Health District VI	21	2	0	4
Health District VII	13	2	10	1
Hispanic Affairs	2	0	0	0
Historical Society	5	1	3	1
House	0	0	0	0
Human Resources	2	2	0	1
Human Rights Comm	0	0	0	0
Idaho Code Comm	0	0	0	0
Idaho State University	74	5	1	0

**Separation of Classified Employees by Agency
Fiscal Year 2002**

Agency	Terminations	Retirements	Layoffs	Transfers
Industrial Comm	5	2	0	6
Insurance	4	1	0	1
Insurance Fund	0	0	0	0
Investment Bd	0	0	0	0
Judicial Branch	0	0	0	0
Juvenile Corrections	40	3	2	2
Labor	16	14	4	3
Lands	10	9	0	5
Lava Hot Springs	0	0	0	0
Legislative Services	0	0	0	0
Lewis & Clark St College	15	0	0	0
Lieutenant Governor	0	0	0	0
Liquor Dispensary	12	6	1	0
Lottery Comm	0	1	0	0
Medicine Bd	0	0	0	0
Military Division	0	0	0	0
Nursing Bd	0	1	0	0
Occupational License	2	0	0	0
Office on Aging	2	0	0	0
Optometry Bd	0	0	0	0
Outfit & Guides Bd	0	0	0	1
Parks & Recreation	8	5	3	2
PERSI	2	1	0	0
Pharmacy Bd	0	0	0	0
Prof-Tech Education	1	0	0	0
Public Television	5	1	2	0
Public Utilities Comm	0	1	0	0
Racing Comm	0	0	0	0
Real Estate Comm	4	0	0	1
Secretary of State	0	0	0	0
Senate	0	0	0	0
Shorthand Report Bd	0	0	0	0
Species Conservation	0	0	0	0
State Library	4	0	0	0
State Police	27	10	4	2
Supt of Public Instruction	5	0	0	0
Tax Appeals	0	0	0	0
Tax Comm	22	9	1	5
Transportation	40	39	11	8
Treasurer	0	0	0	0
University of Idaho	0	0	0	0
Veterans Services	80	1	0	2

**Separation of Classified Employees by Agency
Fiscal Year 2002**

Agency	Terminations	Retirements	Layoffs	Transfers
Veterinary Med Bd	0	0	0	1
Vocational Rehab	1	3	0	3
Water Resources	8	4	0	3
Women's Comm	0	0	0	0
<u>Total</u>	<u>1,103</u>	<u>237</u>	<u>146</u>	<u>104</u>

Section Three

References

Classifications Recommended for Additional CEC

Protective Services	Approx # of Employees
Correctional Officer	607
Nursing Occupations	
Nurse, Advanced Practice	15
Nurse, Licensed Practical	111
Nurse, Registered	140
Nurse, Registered Manager	15
Nurse, Registered Manager - Institution	21
Nurse, Registered Senior	109
Nursing Assistant, Certified	83
Nursing Assistant, Certified - Senior	8
Nursing Services Director	1
Nursing Services Director - SHN/ISVH	4

**Pay Grade Structure
Effective 6/9/2002**

Pay Grade	Hay Points			Range		Range Advance	Annual Pay			Hourly Pay			
	Min	Mid	Max	Spread	Range		Minimum	Policy	Maximum	Minimum		Policy	
										Rate	% of Policy	Rate	% of Policy
A	107	99	106	67%	11%	\$12,604	\$16,827	\$21,028	\$6.06	75%	\$8.09	125%	\$10.11
B	123	114	122	67%	11%	\$13,915	\$18,595	\$23,254	\$6.69	75%	\$8.94	125%	\$11.18
C	141	131	140	67%	11%	\$15,412	\$20,571	\$25,708	\$7.41	75%	\$9.89	125%	\$12.36
D	162	151	161	67%	11%	\$17,160	\$22,921	\$28,662	\$8.25	75%	\$11.02	125%	\$13.78
E	186	173	185	67%	12%	\$19,073	\$25,480	\$31,844	\$9.17	75%	\$12.25	125%	\$15.31
F	214	200	213	67%	12%	\$21,444	\$28,641	\$35,796	\$10.31	75%	\$13.77	125%	\$17.21
G	246	229	245	67%	12%	\$23,982	\$32,032	\$40,040	\$11.53	75%	\$15.40	125%	\$19.25
H	282	263	281	66%	8%	\$26,956	\$36,004	\$45,011	\$12.96	75%	\$17.31	125%	\$21.64
I	326	303	325	66%	8%	\$29,244	\$38,729	\$48,422	\$14.06	75%	\$18.62	125%	\$23.28
J	375	349	374	66%	9%	\$31,720	\$42,016	\$52,520	\$15.25	75%	\$20.20	125%	\$25.25
K	431	401	430	66%	9%	\$34,507	\$45,697	\$57,116	\$16.59	75%	\$21.97	125%	\$27.46
L	493	461	492	66%	10%	\$37,731	\$49,982	\$62,483	\$18.14	75%	\$24.03	125%	\$30.04
M	567	531	566	65%	6%	\$41,496	\$54,953	\$68,702	\$19.95	75%	\$26.42	125%	\$33.03
N	656	610	655	65%	7%	\$44,200	\$58,489	\$73,112	\$21.25	75%	\$28.12	125%	\$35.15
O	754	702	753	65%	8%	\$47,382	\$62,691	\$78,374	\$22.78	75%	\$30.14	125%	\$37.68
P	868	807	867	65%	8%	\$51,001	\$67,496	\$84,364	\$24.52	75%	\$32.45	125%	\$40.56
Q	998	928	997	65%	8%	\$55,203	\$73,049	\$91,312	\$26.54	75%	\$35.12	125%	\$43.90
R	1147	1067	1146	66%	7%	\$59,841	\$79,227	\$99,028	\$28.77	75%	\$38.09	125%	\$47.61
S	1320	1227	1319	65%	7%	\$63,814	\$84,489	\$105,622	\$30.68	75%	\$40.62	125%	\$50.78
T	1517	1412	1516	65%	8%	\$68,411	\$90,563	\$113,214	\$32.89	75%	\$43.54	125%	\$54.43
U	1745	1623	1744	65%	8%	\$73,652	\$97,489	\$121,867	\$35.41	75%	\$46.87	125%	\$58.59
V	2007	1867	2006	65%	9%	\$79,705	\$105,518	\$131,892	\$38.32	75%	\$50.73	125%	\$63.41
W	2308	2147	2307	65%	9%	\$86,673	\$114,712	\$143,395	\$41.67	75%	\$55.15	125%	\$68.94
X		2469		65%	0%	\$94,660	\$125,299	\$156,624	\$45.51	75%	\$60.24	125%	\$75.30

Proposed Occupational Group Definitions

The following terms contain the definitions and criteria used to structure the State of Idaho's compensations system by pay relationships into occupational groups.

Occupational Group: A grouping of classifications similar enough to be treated alike within the state compensation system. The primary criterion for designation to a particular occupational group is the kind of work generally performed.

A. Information Technology

Classifications in this occupational group perform professional level work concerned with the creative and conceptual application of theoretical and practical aspects of such fields as information technology, information systems, network management, etc. Decision making is related to the subject matter, duties, and the consequence of action. Necessary knowledge is generally gained through completion of a specific baccalaureate degree, specialized on-the-job training, or equivalent specialized experience. Included are supervisors and operating managers.

And

Classifications which perform technical, specialized work as a direct extension of the profession, and directly related to the end product. The work requires applying basic technical principles and practices of the Information Technology professional area in performing supportive assignments. The work requires basic technical knowledge and skills obtained through post-secondary education or on-the-job training.

B. Finance and Accounting

Classifications in this occupational group perform professional work concerned with the creative and conceptual application of theoretical and practical aspects of the fields of accounting, auditing, finance, investment and budgeting. Decision making is related to subject matter, duties and the consequence of action. Necessary knowledge is generally gained through completion of a baccalaureate degree or equivalent specialized experience. Included are supervisors and operating managers.

Licensure may be required.

And

Classifications which perform technical, specialized work as a direct extension of the profession, and directly related to the end product. The work requires applying basic technical principles and practices of the Finance and Accounting professional area in performing the supportive assignments. The work requires basic technical knowledge and skills obtained through post-secondary education or on-the-job training.

C. Science

Classifications in this occupational group perform professional work concerned with the creative and conceptual application of theoretical and practical aspects of life, physical, forensic, environmental and wildlife science disciplines. Decision making is related to the subject matter, duties and the consequence of action. Necessary knowledge is generally gained through completion of a baccalaureate degree or equivalent specialized experience. Included are supervisors and operating managers.

And

Classifications which perform technical, specialized work as a direct extension of the profession and directly related to the end product. Work requires applying basic scientific theories and principles of the professional area in performing a limited scope or portion of the professional assignments. The work requires basic technical knowledge and skills obtained through post-secondary education or on-the-job training.

D. Health Care - Medical

Classifications in this occupational group are licensed to practice medicine and perform professional work concerned with the diagnosis, prevention, and treatment of disease or injury in the fields of medicine, dentistry, or psychiatry. Necessary knowledge and training is gained through a post-baccalaureate degree and appropriate internship/residency.

E. Health Care - Services

Classifications in this occupational group perform professional work concerned with the creative and conceptual application of theoretical and practical aspects of health care professions relating to humans or animals. Work involves care and treatment, prevention, intervention, or consultation in the fields of nursing, pharmacy, psychology, public health, rehabilitation, or veterinary medicine. Decision making is related to the subject matter, duties, and the consequence of action. Necessary knowledge and training is generally gained through completion of a baccalaureate degree or specialized training. Included are supervisors and operating managers. Licensure may be required.

And

Classifications which perform technical, specialized work directly related to the diagnosis, treatment, and care of human or animal patients. The work requires the application of technical principles and manual skills obtained through specialized technical post-secondary education or on-the-job training. Licensure or certification may be required.

F. Professional Services and Management

Professional Services

Classifications in this occupational group perform professional work concerned with the creative and conceptual application of theoretical and practical aspects of such fields as social sciences, law, art and entertainment, business, etc., with decision making related to subject matter, duties, and consequence of action. Necessary knowledge is generally gained through completion of a specific baccalaureate degree, specialized on-the-job training in addition to a liberal arts college degree, or considerable specialized experience. Included are supervisors and operating managers. Licensure may be required.

And

Classifications which perform technical, specialized

work as a direct extension of the profession, and directly related to the end product, by applying basic technical principles and practices of the professional area in performing the supportive assignments. The work requires basic technical knowledge and skills obtained through post-secondary education or on-the-job training.

And

Management

Classifications in this occupational group perform strategic professional work concerned with the management of a specific function with decision making related to subject matter, duties, and consequence of action. Necessary knowledge is generally gained through completion of a specific baccalaureate degree, specialized on-the-job training, or equivalent specialized experience. Licensure may be required.

G. Protective Services

Police Officers

Classifications in this occupational group perform services where Police Officer status is granted by statute with the authority and duty to enforce criminal laws and are responsible for the prevention, detection, and investigation of crime. This group is concerned with the protection of persons and property against loss, injury, or disturbance resulting from criminal acts, accidents, and other hazards. Training and skill in the use of weapons is required, as is the periodic qualification with such weapons. Employees must satisfy requirements set forth in statute to carry out their commission and duties. Included are supervisors and managers.

NOTE: Classifications performing inspection or regulatory functions for the purpose of maintaining compliance with technical or professional standards, specifications, contracts, or civil code are not included in this occupational grouping. Such occupations are best evaluated in the families containing their specific professions.

Correction Officers

Classifications in this occupational group perform duties concerned with controlling and supervising adult inmates who have been arrested and are awaiting trial or who have been convicted of a crime and sentenced to serve time in a correctional institution. This group is directly responsible for

maintaining the orderly function of correctional institutions and programs by enforcing rules and regulations. Training and skill in the use of weapons is required. Employees must successfully complete the required training. Included are supervisors and managers.

Security

Classifications in this occupational group perform duties concerned with patrolling and inspecting property to protect against fire, theft, vandalism, and illegal activity. This group is responsible for protecting state assets, enforcing laws on the property, and deterring criminal activity or other problems. The work requires a combination of practical knowledge and skills generally gained through on-the-job training and/or relatively short training courses in a specific skill or equipment operation. Included are supervisors and operating managers.

Classifications in the Protective Services occupational group may have unique pay practices as advancement is evolutionary based on the successful completion of defined, regimented, performance and training standards.

H. Labor, Trades and Crafts

Classifications in this occupational group perform manual to skilled work in the construction, maintenance, and inspection of buildings, structures, grounds; equipment operation, fabrication, and/or maintenance of equipment; securing property or handling materials; or, for the basic needs, comfort, convenience, and hygiene of residents or clients in buildings and facilities used by state government. Higher levels require specialized skills and a comprehensive knowledge of the processes, equipment, and raw materials involved in the specific trade as acquired through training and/or experience. Included are supervisors and operating managers. Licensure may be required.

I. Administrative

Classifications in this occupational group perform clerical and administrative work primarily concerned with the

preparation, coding, transcription, systematization, preservation, and distribution of documents and records; storage and distribution of materials, and supplies; operation of equipment to produce and duplicate written documents and audio/visual aids; operation of equipment to facilitate communications; collection of fees and debts; and sales transactions. The work involves various degrees of interpretation and application of instructions and guidelines where the primary emphasis is on processing of information, operating equipment to produce data and documents or to facilitate communication, or coordinating office activities, practices, and procedures. The work requires a combination of practical knowledge and skills generally gained through on-the-job training and/or relatively short training courses in a specific skill or equipment operation. Included are first and second level supervisors.

J. Engineering

Classifications in this occupational group perform professional work concerned with the creative and conceptual application of theoretical and practical aspects engineering (civil, environmental, mechanical and electrical), architectural science and surveying disciplines with decision making related to subject matter, duties, and consequence of action. Necessary knowledge is generally gained through completion of a baccalaureate degree or equivalent specialized experience. Included are supervisors and operating managers.

And

Classifications which perform technical, specialized work as a direct extension of the profession and directly related to the end product. Work requires applying basic engineering theories and principles of the professional area in performing a limited scope or portion of the professional assignments. The work requires basic technical knowledge and skills obtained through post-secondary education or on-the-job training.

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
 Hay GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
1130	Account Collection Specialist	WMG
1235	Administrative Assistant 1	WMG
1231	Administrative Assistant 2	WMG
6794	Aircraft Mechanic	CSCA
7048	Analyst 5	Hay GIM
6500	Architect, Project	CSCA
943	Biologist, Wildlife Research Senior	CSCA
1536	Buyer	WMG
1538	Buyer, Senior	WMG
6534	Carpenter	WMG
7405	Chemist, Senior	CSCA
7203	Clinical Specialist	CSCA
6820	Clinician	NWHCI
5154	Compensation Policy Advisor, State	Hay GIM
863	Conservation Officer, Senior	CSCA
2182	Cook	NWHCI
9212	Correctional Officer	CSCA
9210	Correctional Sergeant	CSCA
9467	Counselor for the Blind	NWHCI
2010	Custodian	WMG
2008	Custodian Leadworker	WMG
1121	Customer Service Representative 1	WMG
1120	Customer Service Representative 2	WMG
7340	Dental Assistant, Expanded Function	NWHCI
7309	Dental Hygienist	NWHCI
7794	Developmental Disabilities Supervisor-Day, ISSH	CSCA
7265	Developmental Disabilities Unit Manager, ISSH	CSCA
2186	Dietary Aide	NWHCI
2188	Dietary Aide, Senior	NWHCI
2148	Dietary Services Manager	NWHCI
2150	Dietitian, Clinical	NWHCI
9450	Disability Claims Adjudicator	CSCA
9284	Drug and Alcohol Rehabilitation Specialist	NWHCI
5228	Economist	CSCA
5226	Economist, Chief - DFM	Hay GIM
6538	Electrician	WMG
6726	Electronic Repair Specialist	WMG
6720	Electronics Digital Equipment Specialist	CSCA
5146	Employee Benefits Specialist	CSCA

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
 Hay GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
3714	Engineer, Manager 3	CSCA
3704	Engineer, Staff	CSCA
3706	Engineer, Technical 1	CSCA
3700	Engineer-In-Training	CSCA
7547	Environmental Health Specialist 2	CSCA
7549	Environmental Health Supervisor	CSCA
4242	Financial Manager	Hay GIM
4241	Financial Officer	CSCA
4246	Financial Specialist	WMG
4244	Financial Specialist, Principal	WMG
4245	Financial Specialist, Senior	WMG
4250	Financial Support Technician	WMG
4248	Financial Technician	WMG
8024	Fingerprint Technician, Senior	CSCA
9256	Food Service Supervisor, Correction	CSCA
3304	Geologist, Engineering	CSCA
3690	Grants/Contracts Program Specialist	CSCA
2762	Graphics Design Specialist	WMG
3386	Health and Safety Specialist	CSCA
2338	Health Education Specialist	CSCA
7931	Health Facility Surveyor	CSCA
2225	Healthy Connections Representative	CSCA
2720	Historic Preservation Review Officer	CSCA
7248	Home Health Administrator	NWHCI
7680	Home Health Services Aide	NWHCI
5131	Human Resource Officer	CSCA
5141	Human Resource Specialist	WMG
5134	Human Resource Specialist, Senior	WMG
5150	Human Resource Supervisor, DHR	CSCA
9421	Human Services Supervisor	CSCA
6616	HVAC Specialist	WMG
3312	Hydrogeologist, Staff	CSCA
8931	Insurance Analyst	CSCA
5241	International Trade Specialist	CSCA
7434	ISP Forensic Scientist 3	CSCA
8010	ISP Major	CSCA
8014	ISP Sergeant	CSCA
8015	ISP Specialist	CSCA
8016	ISP Trooper	CSCA

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
 Hay GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
1624	IT Database Analyst	WMG
1625	IT Database Analyst, Associate	WMG
1623	IT Database Analyst, Senior	WMG
1606	IT Information Services Manager, Senior	CSCA
1662	IT Information Systems Technician, Senior	WMG
1608	IT Manager	Hay GIM
1636	IT Network Analyst	WMG
1635	IT Network Analyst, Senior	WMG
1651	IT Production Services Supervisor	WMG
1619	IT Programmer Analyst	WMG
1620	IT Programmer Analyst, Associate	WMG
1618	IT Programmer Analyst, Senior	WMG
1652	IT Quality Assurance Analyst	Hay GIM
1610	IT Resource Manager	Hay GIM
1610	IT Resource Manager	WMG
1665	IT Support Technician	CSCA
1617	IT Systems Analyst	WMG
1615	IT Systems Analyst, Supervising	CSCA
1642	IT Systems Integration Analyst, Associate	Hay GIM
1640	IT Systems Integration Analyst, Senior	Hay GIM
1655	IT Systems Operator	WMG
1656	IT Systems Operator, Associate	WMG
1632	IT Systems Programmer	WMG
1631	IT Systems Programmer, Senior	WMG
1630	IT Systems Programmer, Supervising	CSCA
1638	IT Systems Security Analyst	CSCA
8856	Job Service Consultant	CSCA
8850	Job Service Manager 1	CSCA
8852	Job Service Supervisor	CSCA
8515	Labor Compliance Officer	CSCA
7426	Laboratory Technician	CSCA
3008	Land Surveyor, Transportation	CSCA
1070	Lands Resource Manager, Senior	CSCA
1061	Lands Resource Staff Specialist	CSCA
6684	Landscape Technician	WMG
5910	Legal Assistant	Hay GIM
2918	Librarian	CSCA
2902	Librarian, Associate State	CSCA
2929	Library Assistant 2	CSCA

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
 Hay GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
6609	Maintenance and Operations Supervisor	WMG
6634	Maintenance Craftsman	CSCA
6632	Maintenance Craftsman, Senior	WMG
5272	Management Assistant	WMG
6347	Mechanic	CSCA
9022	Medicaid Program Manager	CSCA
7421	Medical Technologist	CSCA
7410	Microbiologist, Senior	CSCA
2710	Museum Administrator	CSCA
7584	Nurse, Advanced Practice	NWHCI
7676	Nurse, Licensed Practical	NWHCI
7606	Nurse, Registered	NWHCI
7572	Nurse, Registered Manager	CSCA
7602	Nurse, Registered Manager - Institution	NWHCI
7574	Nurse, Registered Senior	CSCA
7610	Nursing Assistant, Certified	NWHCI
7600	Nursing Services Director	CSCA
7600	Nursing Services Director	NWHCI
7705	Occupational Therapist	NWHCI
1114	Office Specialist 1	WMG
1239	Office Specialist 2	WMG
980	P & R Manager 2	CSCA
5159	Personnel Technician	WMG
7476	Pharmacist, Clinical	NWHCI
7474	Pharmacy Services Supervisor	NWHCI
5588	Photographer	CSCA
7614	Physical/Occupational Therapy Aide	NWHCI
7206	Physician, Psychiatric Specialty	CSCA
3666	Planner	CSCA
3679	Planner, Water Resource	CSCA
6550	Plumber	WMG
8552	Port-Of-Entry Inspector	CSCA
1420	Print Shop Production Foreman	WMG
1422	Printing Offset Technician, Senior	WMG
9356	Probation and Parole Officer, Senior	CSCA
9355	Probation and Parole Section Supervisor	CSCA
7779	Psychiatric Technician	CSCA
9402	Psychology, Chief of	CSCA
9424	Psychosocial Rehabilitation Specialist	CSCA

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
 Hay GIM: Hay General Industry Management
 NWHCI: Northwest Health Care Industry
 WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
5578	Public Information Officer	CSCA
1532	Purchasing Agent	Hay GIM
7482	Radiologic Technologist	NWHCI
1125	Receptionist	WMG
7756	Recreation Specialist, Therapeutic	CSCA
9275	Rehabilitation Technician, DJC	CSCA
9484	Religious Activities Coordinator	CSCA
5451	Research Analyst	Hay GIM
5449	Research Analyst, Senior	CSCA
5440	Research and Analysis Bureau Chief	Hay GIM
7725	Respiratory Therapist	NWHCI
4678	Right-of-Way Agent	CSCA
4675	Right-of-Way Agent, Senior	CSCA
8957	Risk Management Analyst	WMG
8952	Risk Management Loss Control Specialist	CSCA
7034	Scientist 3	CSCA
1932	Security Officer	WMG
7000	Self-Reliance Specialist	CSCA
7008	Self-Reliance Specialist, Principal	CSCA
1548	Shipping and Receiving Materials Handler	WMG
6800	Social Work, Chief of	NWHCI
9423	Social Worker	NWHCI
1067	Soil Scientist	CSCA
7720	Speech and Language Pathologist	NWHCI
6606	Statewide Facilities Manager	Hay GIM
1540	Supply Operations Supervisor	WMG
4338	Tax Auditor	CSCA
4326	Tax Compliance Technician	CSCA
4348	Taxpayer Services Representative	CSCA
1104	Technical Records Specialist 1	WMG
1103	Technical Records Specialist 2	WMG
5566	Technical Writer	WMG
7763	Therapy Technician	CSCA
5122	Training Specialist	WMG
3638	Transportation Technician	CSCA
3643	Transportation Technician Principal, Engineering	CSCA
3642	Transportation Technician Principal, Maintenance	CSCA
3641	Transportation Technician Senior	CSCA
8882	UI Benefits Bureau Chief	CSCA

Wage Analysis Benchmark Classifications

Survey Key

CSCA: Central States Compensation Association
Hay GIM: Hay General Industry Management
NWHCI: Northwest Health Care Industry
WMG: Western Management Group

Class Code	Benchmark Class Title	Survey
260	Veterinarian, Medical Officer	CSCA
1700	Web Design Specialist	WMG
1702	Web Developer	WMG
1705	Web Master	WMG

Western States Managerial Group Survey

Ada County
Agri Beef
AIM International
Albertson's
AMI Semiconductor
Argonne National Laboratory/West
Blue Cross of Idaho Health Service
BOISE (Formerly Boise Cascade)
Brigham Young University/Idaho
Building Materials Holding
Church of Jesus Christ of Latter-Day-Saints
City of Boise
CRI Advantage
Direct TV
Electronic Controls
Harris Moran Seed
Hawley, Troxell, Ennis & Hawley
Healthwise
Hewlett-Packard/Boise
Idaho Elk's Rehabilitation Center
Idaho Housing & Finance Association
Idaho Power
Idaho Statesman
INEEL (Idaho National Engr/Env Lab)
Intermountain Gas
J.R. Simplot
Jabil Circuit/Idaho
Micron Technology/Corporate Headquarters
Nestle' USA/Powerbar
Oppenheimer Companies
R.C. Bigelow/Idaho
Regence Blue Shield
Riley Creek Lumber
Saint Alphonsus Regional Medical Center
Saint Luke's Regional Medical Center
State of Idaho - Division of Human Resources
United Heritage Mutual Life
Washington Group International
West Valley Medical Center
Western Aircraft
Western States Equipment
Winco Foods

